

Leadership Coaching



Let Critical Thought and Emotional Intelligence be your SuperPowers

Our extensive experience and skills as Corporate and Clinical psychologists has helped us develop a clear understanding of what works in professional coaching. We know that effective coaching helps leaders to develop behaviours that will balance and complement their existing strengths. We have worked with many high performing individuals and organisations to increase their credibility and influence. We also clarify professional goals and enhance leadership style using proven psychological methods.

Authenticity in leadership is vital. The goals of coaching are not to change personality or character. Research shows authentic leadership is a powerful tool and this is a core component of our service delivery.

We are highly trained practitioners and we know how to assess and encourage behavioural change. Change that leads to demonstrable results. We do not endorse a 'one size fits all' approach; to us you and your organisation are important. We take the time to understand

your needs and deliver the outcomes you require.

The coaching process starts with meeting you and your stakeholders. We then undertake an assessment using a variety of recognised tools and techniques such as the Leadership EQI 2.0. Throughout the process we will engage in alignment conversations with the coachee, the referrer and the coach. This helps the referrer understand the goals of the coaching and assists the coachee in being accountable. Specific information discussed during coaching sessions is treated confidentially.

“Executive coaching is a strategic investment in human capital; a way to develop and support employees with high potential”

Coaching is not therapy. While we will develop trusted relationships over time and focus on goals that require cognitive and behavioural change, we do not work to repair past mental injuries. To be successful, the coaching process will require

self-awareness, openness and honesty by the coachee. The goal of coaching is to identify and acknowledge blocks in a person's path. Sometimes this means learning to co-exist with past experiences and successfully work around their impacts.

Our coaching engagements provide clear goals and a collaborative plan. As part of that collaboration you will need:

- To be curious; about yourself, your organisation, systems and others around you
- Be willing to self-reflect and develop familiarity with your internal processes
- Have a sense of self-responsibility and be accountable to yourself and stand by your word
- To understand resilience and recognise that you can learn to navigate difficult times

Dr Jane Freeman-Brown and Teresa Watson are both Corporate Psychologists and consultants that work with a range of professional service firms. They are both committed to increasing intrapersonal and interpersonal knowledge to inform high performance. Contact us at 021 237 3180 or admin@criticalthinking.co.nz

Read a great article on what makes a good referral for coaching [here](#)